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Universal Orlando Resort™ Team Member Newsletter

April 17 - 30, 2017

UNIVERSAL ORLANDO RESORT

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Team Members Share Their Love for Jimmy Fallon

NOW OPEN!

On April 6, guests joined "Tonight Show" host **Jimmy Fallon** to celebrate the grand opening of Universal Orlando Resort's newest ride, **Race Through New York Starring Jimmy Fallon**™.

Jimmy Fallon kicked off the celebration with a New York-style ticker tape parade in Universal Studios Florida™ that featured tons of confetti, a custom float and beloved Universal Orlando™ characters. Joining Jimmy on the float were "Tonight Show" favorites: house band – The Roots, "Tonight Show" announcer – Steve Higgins, the Ragtime Gals barbershop quartet, beloved "Tonight Show" mascot Hashtag the Panda and even Stepdad Gary from the popular "Ew!" sketch. The moment culminated with a countdown to the official opening of the attraction and a special ribbon cutting. ***"I'm happy. I'm grateful. I'm excited. This whole experience has been a real emotional rollercoaster simulator,"*** **said Jimmy Fallon.**

Check out page 2 for more from the grand opening and page 8 for a spotlight on Team Members who won the opportunity to attend a taping of the show or be on the red carpet for the grand opening!

Jimmy Fallon is joined by (l to r) **Bill Davis** *President & COO Universal Orlando Resort*, **Mark Woodbury** *Vice Chairman Universal Parks & Resorts & President Universal Creative*, **Tom Williams** *Chairman & CEO Universal Parks & Resorts,* and **Ron Meyer** *Vice Chairman NBCUniversal* in welcoming guests at the grand opening!

PRODUCED BY UNIVERSAL ORLANDO RESORT™ TEAM MEMBER COMMUNICATIONS

What's New

A TWISTED TALE!

American Horror Story Franchise Returns to Universal Orlando's Halloween Horror Nights™ 27

This year, one of the most terrifying and unspeakably gruesome shows in television history will return to your nightmares with even more twisted tales of terror.

Beginning Friday, September 15, FX's critically-acclaimed, Emmy and Golden Globe Award-winning television series "American Horror Story" will again come to life at Halloween Horror Nights at Universal Orlando Resort for a second consecutive year.

Universal Orlando's all-new, incredibly-detailed maze will bring three new installments of the "American Horror Story" anthology to life.

- In **Asylum**, guests will travel through the decades of the notorious Briarcliff – evading Dr. Arden's grotesque human "Rasper" experiments and coming face to "face" with the serial killer, Bloody Face.
- In **Coven**, New Orleans aesthetics will surround guests as they're drawn into the bloody rivalry between the descendants of the Salem witches, the voodoo Queen of New Orleans Marie Laveau, and the sadistic Madame Delphine LaLaurie.
- And finally, guests will relive the horrific story of the Millers in **Roanoke** – where they'll be at the mercy of Piggy Man, the grisly Polk family and the ghosts of the blood moon.

It's the largest house this year, with the largest cast of deranged characters. Guests will be hunted, haunted, stalked and shadowed through multiple different terrifying scenes.

Visit the Universal Orlando Blog for more information and an exclusive video and stay tuned for more on this year's event.

Universal Orlando HALLOWEEN HORROR NIGHTS 27

SELECT NIGHTS • SEPT 15 – NOV 4, 2017

And the Celebration Continued...

From a custom float to confetti to pyrotechnics and more – the grand opening of **Race Through New York Starring Jimmy Fallon™** introduced the attraction in a big way!

Jimmy Fallon took a moment to take a photo and thank the Universal Orlando team from the grand opening parade!

2017 Rock the Universe Lineup Announced

Universal Orlando's Rock the Universe™, Florida's biggest Christian music festival, returns September 8 and 9 with live performances by some of today's most compelling artists in Christian music.

Rock the Universe offers fans a unique opportunity to see their favorite faith-based artists in the heart of Universal Studios Florida. This year's line-up features some GRAMMY, Dove, and Billboard award-winning acts.

Friday, September 8
- Chris Tomlin
- Lecrae
- Kari Jobe
- Lauren Daigle
- 7eventh Time Down
- Social Club Misfits
- Steven Malcolm
- Hollyn
- GAWVI
- Kolby Koloff

Saturday, September 9
- Casting Crowns
- for KING & COUNTRY
- Thousand Foot Krutch
- Andy Mineo
- Ryan Stevenson
- Family Force 5
- Ryan Stevenson
- DJ Promote
- For All Seasons
- Hannah Kerr
- Aaron Cole

Off to the Races! Enjoy the Kentucky Derby at NBC Sports Grill & Brew™

On May 6, NBC Sports Grill & Brew will host a viewing party for the 2017 Kentucky Derby! The entire event will be broadcasted on the outdoor big-screen and viewing areas will be available for guests within the restaurant. Guest can enjoy Kentucky Derby-style entertainment and décor, along with speciality themed drinks.

- Kentucky Derby Viewing at NBC Sports Grill & Brew / **Saturday, May 6** / 2:30pm to 7:30pm

Did you know? *Churchill Downs, the world's most legendary racetrack, has conducted thoroughbred racing and presented America's greatest race, the Kentucky Derby, continuously since 1875. The greatest 2 minutes in sports.*

New CELEBRATION Buttons Now Available at Guest Services

As Team Members, we strive to ensure that our guests feel individually valued. Celebration Buttons are a great way to acknowledge our guests' special occasions, and now there's an all-new selection. New **'My 1st Visit,' 'Happy Anniversary,'** and **'Just Married'** buttons have arrived and feature some of UO's most beloved characters! **Here's how you can celebrate along with with our guests:**

- **If a guest is wearing a Celebration Button:** Take the time to celebrate the guest's special day - just by wishing someone a Happy Birthday or celebrating their first visit to our parks, you can leave a lasting impression!
- **If a guest is celebrating, but NOT wearing a button:** Encourage them to visit any Guest Services location at the entrance of USF and IOA, or at kiosks located near MEN IN BLACK™ Alien Attack™, next to Captain American Diner®, or across from Jurassic Park River Adventure™. As a reminder, in addition to the full lineup of character buttons mentioned above, guests can also pick up **'Happy Birthday'** and fill-in-the blank **'I'm Celebrating'** buttons to share other special occasions.

In the Spotlight

Christmas is Coming to The Wizarding World of Harry Potter™ at Universal Orlando Resort™

Universal Orlando Resort Announces Brand-New Holiday Experiences Coming to Its Destination in 2017 – Including a New and Magical Celebration of Christmas in The Wizarding World of Harry Potter™ and All-New Holiday Parade featuring Macy's

The most wonderful time of the year is coming to one of the most incredibly-immersive theme park experiences ever created. Universal Orlando Resort recently announced that a new Christmas experience is coming to The Wizarding World of Harry Potter™ as part of its destination-wide Holiday celebration beginning this November.

Plus, a brand-new parade featuring Macy's will also join Universal's epic lineup of Holidays experiences – making Universal Orlando the place to be for the Holidays.

Celebrate Christmas in The Wizarding World of Harry Potter™

Christmas is a special time in the Harry Potter™ series, and fans from around the world have long wanted to enjoy that part of J.K. Rowling's compelling story for themselves. This November, the new Christmas experience in The Wizarding World of Harry Potter™ will give guests a special opportunity to see, feel and even taste what it's like to celebrate the magic of Christmas in J.K. Rowling's Wizarding World™.

As night falls, a magical holiday transformation of Hogwarts™ castle will take place right before guests' eyes. Incredible state-of-the-art projection mapping and special effects will wrap the iconic castle – bringing holiday spirit and memorable Christmas moments from the Harry Potter™ series to life like never before. Festive décor like ornate garlands will line the streets of both Hogsmeade™ and Diagon Alley™. Each storefront will be decked out with uniquely-themed decorations, and guests will enjoy special holiday themed food, drink and entertainment.

Stay tuned – more details about Christmas in The Wizarding World of Harry Potter™ and even more exciting news about **The Wizarding World of Harry Potter™** will be released soon.

Universal's Holiday Parade Featuring Macy's

A brand-new holiday parade experience will also join Universal Orlando's resort-wide Holiday celebration beginning this November. **Universal's Holiday Parade featuring Macy's** will take place in Universal Studios Florida™ and feature magnificent new, incredibly-detailed floats and balloons, and beloved characters like the mischievous Minions from Despicable Me, popular DreamWorks characters from Madagascar and Shrek – and even Santa Claus himself. Universal is partnering with Macy's, the global leader in balloon entertainment, to bring this new parade experience to life. More details will be released soon.

Universal Orlando's resort-wide Holidays celebration – including **Christmas in The Wizarding World of Harry Potter™** and Universal's Holiday Parade featuring Macy's – will run daily from November 18, 2017 to January 6, 2018. Access to the festivities is included in regular admission to Universal Studios Florida and Universal's Islands of Adventure™. Guests can now book a special vacation package to experience all of Universal's epic Holidays entertainment. Packages start at $165 per adult, per night (tax inclusive) and include four-night hotel accommodations at Universal's Cabana Bay Beach Resort, a 4-day/3-park ticket that includes admission to ALL THREE Universal theme parks – including Universal's new water theme park, Volcano Bay, which grand opens on May 25, and early park admission to The Wizarding World of Harry Potter™ and Volcano Bay.

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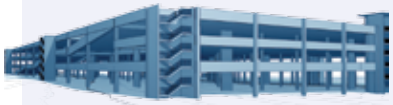
For more information, visit **www.universalorlando.com**

PARKING REMINDER

IMPORTANT: Team Member Parking During All Grad Events

Both Grad Bash and Gradventure special events require the use of most open-air sections of the main Team Member parking lot to accommodate the hundreds of student buses that will be on property. **The following parking restrictions begin at 1:00am on these Grad Bash event dates: FRIDAY, APRIL 21 / FRIDAY, APRIL 28 &SATURDAY, APRIL 29**

- Team Members who will leave work before 3:30pm on event days will be directed to park in open-air sections of the parking lot. Vehicles may be towed if they remain in these spaces past 3:30pm.
- Team Members who will leave work past 3:30pm will be directed to the TeamPark garage.
- Parking for motorcycles, TeamCare, BRAVO winners, the 'Manager Lot', and most Disabled parking spots will not be impacted and will remain open all day long.
- Parking and Security will be actively directing Team Members to specific parking spots, similar to the way guests are parked. Team Members will not be able to select their own parking space.
- During event departures, Team Members who need to access TeamPark will need to exit via the B110 lobby and use the bridge to enter the garage. This typically occurs between 1:45 and 3:15 AM and is necessary to keep Team Members safely separated from bus traffic.
- Team Members who leave during event departures between 2:00am and 3:00am will experience significant delays, as exiting buses will be given priority.
- Team Members should allow an additional 30 minutes whether coming into or leaving work as new traffic patterns may cause delays.



As always, we appreciate your patience and understanding!

Thank You

Making an Impact

IN THE RIGHT LANE

Join APA to Participate in the Junior Achievement Bowl-A-Thon

Hit the lanes with the Asian Pacific American Network (APA) to represent Universal Orlando by joining a team or taking on the role of team captain. All Team Members are welcome!

In partnership with Community Relations, we are proud to support this annual event. Every dollar raised will help provide K-12 programs to the students of Central Florida. Junior Achievement (JA) uses practical, hands-on activities to show students how the business world operates and how it affects them as students, family members, citizens, and consumers.

If you would like to participate, please contact **Rose Zhang at (407)-224-8070** or **Rose.Zhang@UniversalOrlando.com**

APA – JA Bowl-a-Thon
Saturday, May 13
AMF Sky Lanes
1:30pm – 3:30pm

Meet Our Team Member Resource Group: APA

The APA (Asian Pacific American Network) provides resources to foster understanding and awareness of Asian Pacific cultures to recruit and retain talent across Universal Parks Resorts. The group achieves this through education, recruitment, professional development, and networking.

Want to Participate in Our Diverse Universe?

Visit the Diversity & Inclusion site on myUO (accessible from any on-property computer) - select '**Team Member Center**,' then '**Our Culture**,' and '**Diversity & Inclusion.**' Select the '**Become a Part of Our Diverse Universe**' button to sign up and receive information and updates from any or all of our Team Member Resource Groups!

Diversity & Inclusion
UNIVERSAL ORLANDO RESORT

NBCUniversal and Universal Orlando Recognize Earth Week April 17 -22

Little Changes. Big Difference. #GreenUp

This year, NBCUniversal's Earth Week (from Sunday, April 17 through Sunday, April 24) theme is "Green Up." It's tough to know how much your minor changes can affect the planet on a larger scale. It can feel like your contribution is small and insignificant, when in fact it's not. Throughout Earth Week, NBCUniversal will share both habits that anyone can do to make a difference, as well as the impact those habits have on the planet.

At Universal Orlando we're continually working to make sure Green is Universal. Recently, Park Services launched a pallet recycling program where standard pallets are taken to a local facility and turned into mulch! And, this year, they began collecting discarded wardrobe garments which are being sent to a local waste-to-energy facility. It's initiatives like these and so many others that demonstrate UO's commitment to reducing, reusing, and recycling whenever possible.

Stay Connected and Share #GreenUp
greenisuniversal.com • Twitter: @GreenisUni • Facebook: @GreenisUniveral • Instagram: @GreenisUniversal

Did you know? In 2016, Universal Orlando recycled 360 tons of plastic and glass bottles, 11 tons of aluminum cans, 1,385 tons of cardboard, 1,541 tons of organic food waste, 51 tons of mixed office paper, and 194 tons of mixed metals!

Volunteer Opportunity: The Orlando Fringe Festival

Looking for a unique volunteer opportunity? The 26th annual Orlando International Fringe Theatre Festival is May 16-29 at Orlando's Loch Haven Park. The Orlando Fringe has been named the best festival in Orlando for over 22 years! The festival brings in patrons and performers from all over the world for performances that are "100% Unjuried, 100% Uncensored, 100% Accessible, and 100% Inclusive" with 100% of all ticket sales being returned to the artists.

This annual party cannot happen without the help of the amazing team of volunteers. Volunteers are given a free T-shirt and a lanyard but can also earn "Fringe Bucks" which can be exchanged for tickets to shows. In addition to the fun of volunteering at the festival, you'll make new friends and get an invite to the wrap party!

There are a variety of volunteer positions available from **Kids Fringe** to **Venue Captains** to **Merchandise Sales** and more.

Volunteer Training Sessions

- **Thursday, April 20: 6:00pm - 7:30pm & 8:00pm - 9:30pm**
- **Sunday, April 23: 11:00am - 12:30pm & 4:00pm - 5:30pm**
- **Saturday, May 6: 12:00pm - 1:30pm & 4:00pm - 5:30pm**
- **Wednesday, May 10: 6:00pm - 7:30pm & 8:00pm - 9:30pm**

For more information and to sign up visit http://orlandofringe.org/how/volunteer or email volunteer@orlandofringe.org. Plus, request to join the Facebook group https://www.facebook.com/groups/Ofringevolunteer where volunteer communication is posted.

In the Volunteer Spotlight: Christy Yost

Hometown: Jacksonville, Florida

Role at UO: Project Coordinator, Popcorn (Marketing & Sales)

Years with UO: 11 months

Volunteer Organizations: Ronald McDonald house

Years Volunteering with this organization? I started volunteering with Ronald McDonald House when I was a teenager, and it has continued to be one of my favorite organizations to partner with.

What does your volunteer role consist of? I have helped clean Ronald McDonald houses, collected aluminum pop tabs, and assisted the houses in many other ways, but my favorite volunteer role is participating in their 'Share a Meal" program where volunteers cook lunches or dinners for the house guests.

What is your most memorable volunteering experience? My most memorable experience was assisting in a deep clean of the Ronald McDonald House in Jacksonville. We cleaned every inch of that house from the baseboards, to the playground, to the shuttle vans. It really demonstrated the level of care and affection the Ronald McDonald House shows to each of its guests, and helped me better understand the needs of the families that stay at these houses.

Recognition

BRAVO AWARD WINNERS

Jose Carrillo
Park Services

Vanessa Cedeno
Event Operations

Samantha Kolva
Entrance Operations

Benjamin Turner
Parking & Transportation

Nicole Farmer
Security

Karen Williams
Technical Services

Alex Geoffroy
Attractions Operations

Preston Jordan
Attractions Operations

Raul DeLeon
Merchandise

Richard Castillo
Merchandise

Doris Delgado Millan
Merchandise

Evelina Buckner
Entertainment

Patrick Sullivan
Entertainment

Bridget Halloran
Entertainment

Ariel Smith
Food & Beverage

Kevin Trewyn
Food & Beverage

Carlton Hull
Food & Beverage

Jeremy Williams
Food & Beverage

Iran Price
Food & Beverage

Gabrielle Coelho
Shared Services

Francisco Castro
Technical Services

Karen Johnson
Technical Services

Zahir Charan
Marketing & Sales

Gail Bennett
Human Resources

APRIL 2017

MILESTONES

Congratulations to all Team Members who are celebrating their anniversary with the company in **April!**

25 YEARS

Attractions Operations
Elizabeth Hanna

Entertainment
James Sleeth

Finance
James Hanna

Food & Beverage
Deborah Birdsong

Merchandise
Michael Sheridan

Technical Services
Michael Jones
Marcus Waters

Wardrobe
Sarah Hill

20 YEARS

Food & Beverage
Michael Harman

Marketing & Sales
Howard Mermel
Maria Vega

Technical Services
Ella Tate

15 YEARS

Entertainment
Karen Kennington
David Koenig
Jeannie Mendez-Foy
Rusty Smith
Steven Steinert

Entrance Operations
Meryl Feinman

Finance
Michael Murphy

Food & Beverage
Hopeton Anderson
Monica Bryant
Getty Carrero
Jennifer Detamore
Marcos Rivera
Gamaliel Sanchez
Darryl Ver Hey
Patricia Williams

Marketing & Sales
Maria Ojeda

Technical Services
Anthony Pagnozzi
John Zuccarini

Wardrobe
Sylvia Parker
Aurora Rentas

10 YEARS

Attractions Operations
Ashley Betemit
Keri Clark
Rachel Fix
Christopher Morton
Alley Qasem

Entertainment
Maria Inslee
Ashley Kitzman-Ortiz
Rachel McCabe
Timothy Scholes
Charlie Suwankosai
Melanie Whipple

Entrance Operations
Adrialis Aquino

Food & Beverage
Melanie Tosado

Human Resources
Suzanne Vendena
Audra Villafane

International Operations
Clarke Barrett

Marketing & Sales
Suzanne Denis
Christina Haimes
Gisenia Rodriguez
Sharon Roebuck
Scott Stella
Yadira Torres
James Wicker

Merchandise
Bridget Whittington

Park Services
Clarence Knight

Parking & Transportation
Steve Clark

Parks Technology
Phaedra Pohl

Security
Samuel Jozenville

Technical Services
Christopher Phipps

Milestones continued on page 6

Around Our Universe

MILESTONES

Continued from page 5

5 YEARS

Attractions Operations
Jaime Conidaris
Taylor Gorken
Hannah Hines
Justin King
Chelsea Landau
Ricky Pierce

Blue Man Group
Steven Gryczkowski

Entertainment
Cheryl Cox
Michael Halverson
Clifford Ives Jr.
Jesse Schoenauer
Ashley Smith
Chelsea Varsaci
Brett Waldon
Constance Williamson

Entrance Operations
Dorothy Charsley

Environmental, Health & Safety
Wayne Balliet

Event Operations
Mirza Berbic

Food & Beverage
Lynna Cook
Julianne LaRocco
Sasha Mabed
Maria Miramontes
Joan Snider
Shanelle Stapleton
Michael Telfer

Health Services
Matthew MacNab
Ryan Pierson

International Operations
John Riggleman

Marketing & Sales
Deborah Colangelo
Madelyn Osmun
Craig Outler
Elizabeth Takacs

Merchandise
Carl Dilworth
Barry Jackson
Marc Rodriguez
Sean Sanchez

Operations
Christine Llamas Maldonado

Park Services
Robert Maynard

Parks Technology
John Hart
Adam Wallace

Production
Victoria Smith

Technical Services
Timothy Howard
Ernest Lyle IV
Carlos Parreira
Steven Ritchie
Donald Slabaugh
Taylor Tortorice

Universal Creative
Daniel Freedman

IMPACT Wrestling Returns

IMPACT WRESTLING is filming the most adrenaline pumping pro wrestling show on television in Soundstage 20 through April 23. Be part of the LIVE audience and see up close the most phenomenal professional wrestling athletes, including: Ethan Carter III (EC3), Bobby Lashley, James Storm, Bennett, Moose, and female wrestlers Gail Kim, Brandi Rhodes, and more.

April 20 - 23
6:00pm Tape Time
Soundstage 20

IMPACT WRESTLING airs every Thursday night at 8:00pm EST on Pop TV Network.

NOTE: Team Members and their guests without park admission should arrive one hour prior to tape time at the Blue Man Group courtyard. Team Members must be in "plain clothes;" wardrobe is not permitted. IMPACT WRESTLING events are non-ticketed as seating is based on a first-come first-served basis.

Meet Your NEW Health Coach

Rafy Oquendo is UO's new Health Coach and he's here to help YOU take charge of your personal health and well-being! We sat down with Rafy to learn a little more about his role and what he can do for you:

What is a "Health Coach?"
A Health Coach is your passport to a healthy lifestyle. Your coach provides face-to-face support, motivation, and guidance to help improve your nutrition, prevent disease, and manage chronic health conditions by making healthy lifestyle changes.

What is your work background?
Prior to coming to UO, I was a Sports Performance Coach for professional athletes, an International Speaker, a Lifestyle and Wellness Director, and a Health Coach. My education and background in the fields of Exercise Science, Wellness, Sports Performance, and Massage Therapy have positioned me to better help Team Members achieve a healthier lifestyle. I am also an adventurer and world traveler. I have been to 40 countries (mostly backpacking) and fitness is a big part of my trips. I enjoy anything outdoors and remote, places with history and culture, and of course fun and challenging activities with enough of an adrenaline rush.

Why is health and fitness important to you?
My motto: "Fitness is a journey, not a destination." I have worked with people from all walks of life, including kids, athletes, seniors, and others. I have seen the impact that a healthy lifestyle can have in a person's life, and I believe it is the fountain of youth. I am a firm believer in taking it one step at a time!

What can a Team Member expect when working with you?
I will motivate and support Team Members to be accountable for their well-being, and help them to achieve a healthier lifestyle through health education, wellness challenges, and individual and group health coaching.

▪ **CONTACT** Rafy Oquendo, UO Health Coach / 407-224-5166 / health.coach@universalorlando.com ▪

Orlando Police & Fire Departments Train at UO

Recently, **UO's Emergency Management and EHS Fire Safety teams** had the opportunity to host the Orlando Police Department's SWAT team and the Orlando Fire Department for a unique training opportunity. With the closure of Wet 'n Wild, the property offered an optimal environment for emergency training scenarios for these teams. During both sessions, UO Security and Emergency Management were able to conduct their own training to practice response and preparedness to these types of incidents.

"The unique layout of the property allowed these teams to practice in a theme park environment they would not normally have access to," said Rodney Kapel, Manager of Emergency Management. "Our team thanks our partners, including Security, EHS, and Creative, for making this valuable training possible. We're proud to have been able to offer this opportunity and look forward to our continued partnership with both groups."

Developing Leadership Talent (DLT) Program Graduates 18th Class

Talent Development's Developing Leadership Talent (DLT) Program continues to prepare Leads and Team Captains for potential leadership opportunities by providing them the knowledge and experience necessary for an exempt leadership role.

The most recent class of graduates celebrated the completion of the program on April 7. During each week of the program, participating Team Members explored different leadership competencies through classroom sessions and structured on-the-job training at their own venues. Students completed projects that support the program's learning goals and met one-on-one with an assigned mentor regularly to discuss their progress. Congratulations to the recent DLT graduates!

Interested in participating in the next DLT round? Talk to your leader today!

Perks & Play

UOTMS
Universal Orlando Resort™ Team Member Services

APPRECIATION

Your Park After Dark - Jurassic Park River Adventure™

You're invited to a Team Member-exclusive party after park close. Enjoy rides on Jurassic Park River Adventure™ along with food and entertainment!

Your Park After Dark - Jurassic Park River Adventure™
Tuesday, May 16
8:00pm - 9:30pm
Jurassic Park™

ACTIVITIES

Book and a Movie: *The Circle*

Join Team Member Services for a Book and a Movie! ***The Circle*** is an exhilarating novel by Dave Eggers, soon to be a motion picture staring Emma Watson and Tom Hanks. What starts as a captivating story of one woman's ambition working for the world's most powerful internet company soon becomes a heart-racing tale of suspense, democracy, and the limits of human knowledge.

Book and a Movie: *The Circle*
Wednesday, May 10
6:00pm
Meet at Pat O'Brien's Upstairs
Continue to AMC CityWalk™
Book cost - $5 / Movie cost - $5
Books are available for purchase in the Team Member Services Room.

Team Member Handbook Updated

The new Team Member Handbook has arrived with updates to reflect current policies. In addition to minor edits for clarity, grammar, punctuation, and style, the following are the notable changes for this edition:

- **Looking the Part** – includes updates to the 'non-wardrobed Team Members' section
- **Team Member Benefits and Services** – specifies that Fidelity Investments will notify Team Members of eligibility for the 401(k) Retirement plan, notes that Non-exempt and hourly Team Members who have more than 40 hours of vacation as of their next anniversary will be paid out any additional hours, and adds UO's new parental leave benefit
- **Overall/Throughout** – updated trademark designations, new name tag imagery (including photos), and updated legal lines

Team Members are able to access the new handbook online anytime at UOTeam.com (available under "References"). If you have any questions about the policies outlined in the Team Member Handbook, please consult your Human Resources representative.

Pedestrian Safety Reminder

Heavy pedestrian and vehicle traffic is common throughout the main Team Member parking lot and TeamPark as Team Members steadily arrive and leave property. Because of this, it's important to remain alert and follow all Universal Orlando safety guidelines.

CROSSWALKS

One of the busiest stretches on property is located between Wardrobe and the Backlot Bistro. Sometimes Team Members will cross the street near B-20 or T-4, where vehicle traffic is not expecting them. When walking, please remember to stay safe and use the designated crosswalks, when available, to cross any street – and look both ways before crossing. Pedestrians should ensure that drivers are aware and have acknowledged their presence before stepping off in front of traffic. ***Florida law dictates that vehicles are required to stop*** at pedestrian crossings, and pedestrians crossing within a crosswalk always have the right-of-way. All state traffic laws are in effect while driving on Universal Orlando property.

CURBS AND CONSTRUCTION AREAS

Watch for changes in elevation while walking over curbs and along walk paths. Use sidewalks whenever possible, and do not enter unauthorized areas.

"Thank YOU for cooperating and helping to keep Universal Orlando safe!"
- Safety Man

SECURITY ESCORT

Security Officers are available around the clock to escort Team Members to their vehicles. To request the assistance of an officer, call **3-8333** from an on-property phone.

QUICK CUTS

Share Your Celebrations!

- Congratulations to **Benjamin Cammaratta** and **Amber Page** from Merchandise – the couple wed March 10.
- Congratulations to **Robin Paulson** from Marketing & Sales and **Dan Paulson** from Administration - the couple celebrated their 35th wedding anniversary on March 28.
- Congratulations to **Jennifer Wallace** from Entertainment and **Brad Wallace** from Creative - the couple celebrated their 1st wedding anniversary on April 4.
- Congratulations to **Amanda Breivogel** from Administration and her husband Preston - the couple wed on March 5.
- Congratulations to **Colt Sammons** from Creative and his wife Alexis - the couple wed on January 28.
- Congratulations to **Paul Bell** from Technical Services and his wife Carolyn - the couple celebrate their 26th anniversary on April 28.
- Congratulations to **Katie Persons** from Attractions and her fiancé Tim on the birth of their baby, Emma.
- Congratulations to **Becc Lester** and **Travis Beam** from Entertainment on their recent engagement.
- Congratulations to **Mae Rodriguez** from Administration and her husband José - the couple celebrated their 9th wedding anniversary on March 30.
- Congratulations to **Demetrius Collins** from Food & Beverage and **Precious Collins** from Blue Man Group - the couple wed on March 18.
- Congratulations to **Donovan Birch** from Park Operations and his wife Rosa - the couple celebrated their 14th wedding anniversary on February 14.

A New Way to Submit Your Celebration!

Are you celebrating a recent wedding anniversary, marriage, birth or adoption? Tell us about it and we'll feature it in an upcoming issue of ***UO News!***

Now there's a more convenient way to share the good news with us. Simply visit **UOTeam.com/celebrations** and fill out the easy-to-use form with your information. Please note, submission of a celebration is not a guarantee of inclusion.

UNIVERSAL ORLANDO RESORT

Team Time Fun with Jimmy!

Tonight Show Winners!

Thank you to everyone who uploaded a video to tell us why they are the ultimate Jimmy Fallon fan in our contest to send 12 lucky Team Members to a taping of The Tonight Show Starring Jimmy Fallon in Orlando. You shared your love of Jimmy and we narrowed down the selection to 12 individuals who demonstrated their ultimate fandom. Congratulations to the winners!

Jennifer Adams Attractions Operations

Danielle Burch Entertainment

Lissette Crespo Attractions Operations

Austin Kelly Entertainment

Chloe Brewer Entertainment

Michael Deacon Food & Beverage

Amanda Oskam Revenue Operations

Kaitlyn Mangham Entrance Operations

Haden Roye Entertainment

Joey Nieves Entertainment

Jacoba Riege Entertainment

Stephanie Latta Business Development

GO Moment

UOTMS hosted a Party Patrol Pop-Up unlike any other - a chance to score a spot on the red carpet during the Grand Opening of **Race Through New York Starring Jimmy Fallon**™! Hundreds of Team Members were randomly selected to join the celebration and arrived early in the morning to get ready for the special moment.

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Sr. Editor / Art Direction **Andy Warren**

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